



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, DC 20415-0001

CE OF THE DIRECTOR

DEC 16 2005

Ms. Ventris C. Gibson
Assistant Administrator for Human
Resource Management
Federal Aviation Administration
U.S. Department of Transportation
800 Independence Avenue, SW.
Washington, DC 20591

Dear Ms. Gibson:

This letter is to notify you that we are extending the personnel interchange agreement between the Federal Aviation Administration (FAA) and the competitive civil service for a period of 2 years, through December 31, 2007, pursuant to Section 6.7 of the Civil Service Rules. As you know, the continuance of the interchange agreement is contingent on FAA having a merit-based HR system.

In a review conducted this year, OPM reviewers concluded that the FAA continues to perform in compliance with merit system principles. The areas of interest noted in an earlier review were again examined and have not become problematic. However, there is continuing concern regarding the lack of a rigorous quality review program, particularly as it relates to staff acquisition and case documentation. We recommend that FAA continue to work towards fully documenting their accountability system to support decisions regarding limiting areas of consideration and using short open periods, as well as selecting candidates using the On-the-Spot (OTS) hiring authority. This documentation will provide justification for merit-based selections in the event of a complaint or third party review.

The personnel interchange agreement is being extended with the continued understanding that it may be terminated if the conditions for interchange cease to exist. OPM will consider a request for further extension, subject to an additional follow-up compliance review, if made prior to the December, 31, 2007, termination date. Any follow-up reviews will, at a minimum, focus on the recommendations made at the conclusion of this review as well as the overall compliance with merit systems principles.

Ventris C. Gibson

OPM will provide notification of this extension to agencies governmentwide by publica through our Policy Notice System and by posting it on the OPM website.

Sincerely,

A handwritten signature in black ink, appearing to read 'LMS', with a long, sweeping horizontal line extending to the right.

Linda M. Springer
Director

Enclosure